



Adjustment Of Government And Private Working Women

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Introduction:

Recently, the role and status of women has changed tremendously, with the advent of female education and more liberty for their stereotyped role is changing and their participation is increasing day by day. Being a human being, they stay in a society all their life from conception to death. That is why human life is social and socially oriented. It is clear that if a person wants to live in the society, they have to abide by the rules of the society and behave accordingly, even if they try; they cannot escape from this structure. To adjust this structure they look for the mechanism so that they can have control over their own behavior and the circumstances within the interacting environment. Adjustment is a process of interaction between our environments and us. In this process, we can either adapt to the environment or alter it. Satisfactory personal adjustment depends on successful interaction. A state in which the needs of the individual on the one hand and the claims of the environment on the other hand, are fully satisfied between the individual and the objective of the social environment.

Adjustment is the case of an individual should consist of personal as well as environment components. These two aspects of adjustment can be further subdivided into smaller aspects of personal and environmental factors. Adjustment, although seeming to be a universal characteristics or quality may have different aspects and dimensions.

In this way, adjustment of a person is based on the harmony between their personal characteristics and the demands of the environment of which he is a part. Personal and environmental factors work side by side in bringing about this harmony.

Leading to a balanced philosophy of life, which gives direction to life, keeping in view the demands of changed situations and circumstances. This is centered on the demands of the society, culture and individual itself, so these do not clash with the environment or with themselves.

“Adjustment is the outcome of the individual’s efforts to deal with stress and meet his needs”

“Adjustment is the process by which a living organism maintains a balance between its needs and the circumstances the influence the satisfactions of those needs”.

Boring Langfield

Gupta & Gupta and Murthy (1984) studied the effects of women’s careers on marital adjustment, found that role conflict was a reality, and that the highest incidence of role conflict was found in workingwomen who had preschool-age children and who were at the peak stages of their family lives.

Gallos (1989), suggested that lifestyle issues need to be considered as part of definition of career and that issues may be important contributors to satisfaction (especially for women). Author indicated that women career adjustment processes may seem somewhat more chaotic or less focused than those of men, but that what is observed reflects the complex interplay of the multiple spheres of women’s lives as they attempt to maximize their adjustment and satisfaction.

Nathawat SS, Mathur. A, (1993) compared marital adjustment and subjective well being in Indian-educated housewives (N=200) and working women (N=200) who were administered a Marital Adjustment Questionnaire (Kumar & Rastogi, 1976) and 10 measures of subjective well being (Warr, 1984). Results indicated significantly better marital adjustment and subjective well being for the workingwomen than for the housewives.

Objectives:

- (1) To find the effect of types of job on Home adjustment.
- (2) To find the effect of types of job on Health adjustment.
- (3) To find the effect of types of job on Social adjustment.
- (4) To find the effect of types of job on Emotional adjustment.

Hypothesis:

- (1) Ho1: There is no significant difference in scores of home adjustment in relation to types of job.
- (2) Ho2: There is no significant difference in scores of health adjustment in relation to types of job.
- (3) Ho3: There is no significant difference in scores of social adjustment in relation to types of job.
- (4) Ho4: There is no significant difference in scores of emotional adjustment in relation to types of job.

Method

Participant

A total sample of 200 (100 from Government sectors and 100 from Private sectors) were selected from Ahmedabad city.

Instrument

In present study the Indian adaption of General Bell Adjustment Inventory (GBAI) by R.K.Ojha was used the coefficient of reliability were 0.93. The validity of fourfold adjustment for various groups was found to be from 0.72 to 0.94.

Statistical Method for analysis

One way ANOVA methods has been used for data analysis.

Table- 1: Difference between mean scores of Home adjustment

| Variables | Levels | n | Mean | F | Significance |
|--------------|------------|-----|-------|------|--------------|
| Types of Job | Government | 100 | 11.42 | 3.12 | NS |
| | Private | 100 | 10.81 | | |

Table- 2: Difference between mean scores of Health adjustment

| Variables | Levels | n | Mean | F | Significance |
|--------------|------------|-----|------|------|--------------|
| Types of Job | Government | 100 | 8.01 | 3.18 | NS |
| | Private | 100 | 9.81 | | |

Table- 3: Difference between mean scores of Social adjustment

| Variables | Levels | n | Mean | F | Significance |
|--------------|------------|-----|-------|-------|--------------|
| Types of Job | Government | 100 | 12.20 | 10.43 | S (0.01) |
| | Private | 100 | 14.66 | | |

Table- 4: Difference between mean scores of Emotional adjustment

| Variables | Levels | n | Mean | F | Significance |
|--------------|------------|-----|-------|-------|--------------|
| Types of Job | Government | 100 | 7.77 | 14.40 | S (0.01) |
| | Private | 100 | 10.88 | | |

Table-1 shows the mean difference between government and private employees on home adjustment, it shows that there is no significant mean difference in home adjustment in government and private job employees. Hence, the Ho1 is accepted; that means the both sectors employees are almost same on home adjustment.

Table-2 shows the mean difference between government and private employees on health adjustment, it shows that there is no significant mean difference in health adjustment in government and private job employees. Hence, the Ho2 is accepted; that means the both sectors employees are almost same on health adjustment.

Table-3 shows the mean difference between government and private employees on social adjustment, it shows that there is a significant mean difference in home adjustment in government and private job employees. Hence, the Ho3 is rejected; that means the both sectors employees are different on social adjustment. The government employees mean is 12.20 and the mean of private employees is 14.66 is higher than the government employees, shows that the private employees are having poor social adjustment in comparison to the government employees. The result is quite acceptable because the government employees have job security, fixed time job, no fixed target and other benefits in comparison to the private working women.

Table-4 shows the mean difference between government and private employees on emotional adjustment, it shows that there is a significant mean difference in emotional adjustment in government and private job employees. Hence, the Ho4 is rejected; that means the both sectors employees are different on emotional adjustment. The government employees mean is 7.77 and the mean of private employees is 10.88 is higher than the government employees, shows that the private employees are having poor emotional adjustment in comparison to the government employees. It may be because of their involvement in social interaction or social relation. The private employees do not have security in their job and the duties of them are target oriented, so they have to complete their target and discipline with their job, if they have failed to complete it, they may be terminated from their job. Further we can say that the social and emotional adjustment is associated with each other.

Conclusion:

- Government and private employees are almost same on Home adjustment.
- Government and private employees are almost same on Health adjustment.
- Government employees have good social adjustment than private sector employees.
- Government employees have good emotional adjustment than private sector employees.

References:

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